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ABSTRACT

Data on the characteristics of faculty and staff at Illinois public community colleges are presented and analyzed for fall 1986, 1987, and 1988. Tables provide statistics on numbers of faculty and staff by employment classification; full-time faculty and staff by employment classification, gender, and ethnic origin; full-time teaching faculty by highest degree held, age, gender, tenure status, and years of service; primary subject taught by full- and part-time faculty; full-time academic support personnel by highest degree held, gender, age, and years of service; and full-time administrative, supervisory, and professional/technical personnel by highest degree held, age, gender, and years of service. Highlighted findings include the following: (1) the Illinois public community colleges reported a total of 24,761 employees during fall 1988, including 4,547 full-time instructors and 2,840 clerical staff members; (2) 12,568 individuals taught on a part-time basis in fall 1988, representing an increase of 322 part-time instructors over fall 1987 and 1,358 instructors over fall 1986; (3) in fall 1988, part-time faculty constituted 73.4% of all faculty, compared to 70.7% in 1986; (4) when all employment classifications were combined, women represented 52.4% of the employees, though the administration and teaching faculty were predominantly male; and (5) between 1986 and 1988, overall minority representation decreased among full-time faculty but increased among administrators. (AYC)

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CHARACTERISTICS AND TRENDS OF ILLINOIS PUBLIC COMMUNITY COLLEGE FACULTY AND STAFF FALL TERMS 1986-1988

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CHARACTERISTICS AND TRENDS OF ILLINOIS PUBLIC COMMUNITY COLLEGE FACULTY AND STAFF FALL TERMS 1986-1988

This report presents a summary of the Illinois public community college faculty and staff characteristics data for the fall terms 1986 through 1988. The report includes information on full- and part-time teaching faculty and all other full-time staff employed by the colleges during the fall terms. This report is produced every three years with the last trend report covering fall terms 1983 through 1985. During the intervening years, focused reports on special topics are produced. The fall 1986 report focused on part-time faculty. The 1987 report examined the potential impact of faculty retirements on the community college system.

EMPLOYMENT CLASSIFICATION

The Illinois public community colleges reported a total of 24,761 employees during the fall term 1988. Part-time staff other than faculty are not reported; hence, we do not have the data for all community college staff.

Each staff member was classified into one of eight employment classifications: teaching faculty, academic support, administration, supervisory, professional/technical, clerical, custodial, and other. The largest group of full-time employees was full-time teaching faculty with 4,547. This represented a decrease of 28 or 0.6 percent from a year ago and 2.0 percent from two years ago. The second largest group in fall 1988 was clerical with 2,840, an increase of 176 since fall 1986. Professional/technical employees constituted the third largest group with 1,510, an increase of 2.2 percent over fall 1987 and 7.2 percent over two years ago. Custodial workers increased by 24 from 1,028 in fall 1987 to 1,052 in fall 1988. The administrative group also showed an increase from last year with 1,144 reported in fall 1988 compared to 1,112 in fall 1987. The number of academic support personnel decreased from fall 1987 to fall 1988 by 59 persons, a decrease of 11.3 percent. The smallest group in fall 1988 was supervisory employees with 432. This represented an increase of 48 individuals (12.5 percent) from a year ago. (See Table A-1.)

There were 12,568 individuals teaching on a part-time basis in the 1988 fall term. This represented an increase of 322 people from last year and 1,358 from two years ago. It should be noted that not all colleges were reporting part-time faculty in 1986, which accounts for at least part of the large increase between 1986 and 1988. Furthermore, the percentage that part-time faculty constitutes of all faculty increased marginally during both years. In fall 1988, part-time faculty accounted for 73.4 percent of all faculty versus 72.8 in 1987 and 70.7 in 1986.

In keeping with the findings of the previous report, when all types of employees are considered together, overall gender representation was approximately even with 52.4 percent female and 47.6 percent male. Data from the last three years indicate a slight increase in the number of female employees across the state in community colleges. As one might anticipate, examination of the data by employee group reveals substantial diversity. The

clerical staff was predominantly female during the last three years while the custodial staff was mostly male. The academic support staff contained a fairly even number of persons from each gender. Female representation among the technical staff has steadily decreased from 61.7 percent in fall 1986 to 55.7 percent in 1988. This reverses the trend that was evident between 1983 and 1985. As in previous years, in 1988 more males (63.3 percent) than females were employed in administrative capacities. However, the percentage of female administrators has grown steadily since 1983. Teaching faculty remained predominantly male in 1988 but the data indicate a gradual increase in the proportion of full-time female faculty. Part-time faculty remain evenly split among the genders with 50.8 percent male. (See Table A-2.)

When all employee groups were considered jointly the racial/ethnic distribution for fall 1988 was as follows: white, 80.1 percent; black, 15.5 percent; Hispanic, 2.2 percent; Asian, 1.5 percent; other/unknown, 0.4 percent; and American Indian, 0.3 percent. The distribution was similar to that evident in the 1983-85 report with Asian, American Indian, black, and white representation remaining fundamentally unchanged; Hispanics increased by 1.3 percent, and the other/unknown classification decreased by 0.4 percent since 1985. The racial/ethnic distribution of specific employment groups is discussed later. (See Table A-3.)

The next five sections provide more in-depth analysis of the five professional employee groups: teaching faculty, academic support, administration, supervisory, and professional/technical personnel.

Teaching Faculty

In 1988, 81.1 percent of the full-time faculty held master's degrees or higher. The percent of teaching faculty holding master's degrees or higher declined slightly between 1986 and 1988. This reverses the growth trend that was apparent in the 1983-85 degree data. The associate degree was the highest degree for 1.9 percent of the faculty. From 1983 to 1985, the percent of faculty with associate degrees as their highest earned degree increased while it decreased between 1986 and 1988. Approximately one-tenth of the faculty held baccalaureate degrees as their highest degree. About the same portion of females (81.2 percent) and males (81.0 percent) held a graduate degree in fall 1988. Both of these percentages are slightly lower than they were in 1985. More male (14.4 percent) faculty held doctorates than females (9.0 percent). (See Table A-4.)

The largest percentage, 42.0 percent, of full-time faculty members in fall 1988 was between the ages of 40 and 49 years. Another 30.3 percent were in the age category of 50 to 59. Only 1.7 percent were under the age of 30, and 2.7 percent were over the age of 65. Slightly less than 40.0 percent were age 50 or older. Women tended to be younger than their male counterparts in fall 1988, with 35.8 percent of the women compared to 41.9 percent of the men 50 years of age or over. The age structure over the last three years has continued to shift to the older age groups with considerable decline occurring in the under 40 age groups. (See Table A-5.)

In 1988, 42.4 percent of the full-time teaching faculty had been in their positions for more than ten years compared to 59.9 percent in 1986. Nearly three percent had been employed less than one year with eight percent employed two years or less. Comparisons to 1986 when these percentages were 7.2 and 12.2 percent, respectively, indicate fewer full-time faculty are being hired. Of the faculty employed two years or less in 1988, 45.2 percent were women compared to 38.9 percent in 1986. Although a larger proportion of new hires are females, the overall representation of females among full-time faculty has not increased dramatically since fewer faculty are being hired. (See Table A-6.)

An analysis of full-time faculty racial/ethnic characteristics in 1988 reveals the following percentage distribution: white, 88.2 percent; black, 8.5 percent; Asian, 2.2 percent; Hispanic, 0.6 percent; unknown, 0.3 percent; and American Indian, 0.2 percent. The full-time faculty's racial/ethnic distribution varied somewhat from the racial/ethnic composition in the overall data with the ethnicity of full-time faculty consisting of more whites (8.1 percent) and Asians (0.7 percent) and fewer blacks (7.0 percent) and Hispanics (2.6 percent). While the distribution changes have been slight over the last three years, the changes appear to indicate a decrease in minority representation. The most apparent decrease, while minimal, has occurred among black faculty which dropped from 8.9 to 8.5 percent. A review of the last five years reveals a more pronounced change as in 1984 10.1 percent of the full-time faculty were black. (See Table A-7.)

A high percentage (83.4 percent) of fall 1988 full-time teaching faculty were tenured. However, in 1988 the percentage of tenured faculty dropped for the first time in the last six years to the level recorded in 1984. In keeping with results from the previous study, in 1988 a higher percentage of male faculty (85.8 percent) was tenured than female faculty (79.4 percent). A trend change was calculated by computing a percent change between an average of the previous years' percent data and the final year's percent data. Between 1986 and 1988 the female (-5.3) trend change decrease was greater than the male (-3.7) trend reduction. The faster rate of decline in percent of female faculty with tenure between 1986 and 1988 reverses the trend observed between 1983 and 1985 where the percentage of female faculty with tenure was growing faster than that of their male counterparts. In fall 1988, a higher percentage of female faculty (13.1 percent) over males (7.1 percent) was employed in tenure line positions but had not yet reached their tenure decision dates. In 1988 the percentage of females (7.5 percent) and males (7.1 percent) who held non-tenured track positions was about the same. Data for 1988 indicates growth in use of non-tenured track faculty by the colleges. (See Table A-8.)

Each faculty member was assigned to a primary teaching area and, if appropriate, a secondary teaching area. The largest primary teaching area for full-time faculty in fall 1988 was letters (English, literature, etc.) with 575 full-time instructors. Letters was the area in which most full-time faculty were employed in fall 1985 as well; however, there were 42 (-6.8 percent) fewer letters faculty in 1988. In 1988 as in 1985, the second largest primary teaching area for full-time faculty was office occupations and systems (accounting/bookkeeping, data processing, secretarial programs, etc.) with 402 faculty. The number of 1988 office occupations and systems full-time faculty is also smaller, (-10.1 percent), than it was in 1985. The social

sciences constituted the third largest primary teaching area for full-time faculty in 1988 and 1985. Data pertaining to 1988 included 28 (-7.6 percent) fewer full-time faculty. Other large primary teaching areas for full-time faculty in 1988 were: math 311; health sciences 283; life sciences 245; physical sciences 238; allied health 222; and management 201. Each of these areas reflects a decrease in the number of full-time faculty reported from 1985 data, with the exception of allied health which increased by two full-time faculty members. These nine areas account for 62.0 percent of the primary teaching areas for full-time faculty. Although complete data for part-time faculty are unavailable, at least 39 of the 49 teaching areas were staffed by a larger number of part-time rather than full-time faculty in fall 1988. Those with the largest number of part-time faculty include: basic skills, office occupations and systems, management, letters, mathematics, visual and performing arts, leisure and recreational activities, precision production, allied health, protective services, psychology, and transportation/material moving. These ten areas account for 68.4 percent of the part-time faculty with known primary teaching areas. Primary teaching areas staffed by a larger number of full-time faculty include: nursing (health sciences), life sciences, and physical sciences. (See Table A-9.)

Academic Support

Academic support personnel include such professionals as librarians and counselors. The colleges reported a total of 461 persons employed full-time during fall term 1988 in this category. This figure decreased 11.3 percent from the fall 1987 academic support employment level of 520. However, the fall 1988 level was unchanged from the fall 1986 level of 462. In comparison to 1983, the number of academic support staff has decreased by 25.9 percent.

In fall 1988, the largest number of academic support staff (312 or 67.7 percent) held master's degrees. Doctoral degrees had been attained by 8.7 percent in fall 1988 compared to 9.8 percent in fall 1987 and 8.9 percent in fall 1986. Slightly more than two-thirds of the doctoral degrees were held by males in fall 1988 compared with approximately 70.6 percent a year ago. On the whole, women in this category had a slightly lower level of degree attainment than men in the three years examined. (See Table A-10.)

Approximately 32.8 percent of the academic support employees were 50 years of age or older in 1988. This figure has been increasing over the last three years with 32.3 percent aged 50 or older in fall 1987 and 31.6 percent in this same category in fall 1986. Six years ago only 26.2 percent were 50 or older. In fall 1988, 5.0 percent of the academic support group was less than 30 years of age. In fall terms 1986 and 1987, the percentages of academic support personnel under the age of 30 were 4.1 percent and 4.6 percent, respectively. (See Table A-11.)

In fall term 1988, 37.2 percent of the academic support staff, compared to 47.4 percent in fall 1986, had been employed in their current classifications over ten years. About 16.0 percent had been employed for two years or less in fall 1988, with 5.2 percent employed less than one year. Of those with less

than one year's service in fall 1988, 66.7 percent were women, up from 62.5 percent in fall term 1987. During fall 1988, 44.3 percent of the men had held their positions for over ten years, compared to only 31.5 percent of women. (See Table A-12.)

The racial/ethnic characteristics of the academic support staff in 1988 exhibit the following percentage distribution: white, 81.8 percent; black, 14.6 percent; Hispanic, 1.8 percent; Asian, 1.7 percent; American Indian, 0.2 percent; and unknown, 0.0 percent. These results follow the racial ethnic percentage distribution in the overall data with the most notable discrepancy being a 1.4 percent decrease in Hispanic representation among academic support personnel. Over the past three years, the racial/ethnic distribution of academic support staff has changed only slightly with a minor decrease in minority representation occurring in 1987 when the representation of blacks decreased before recovering in 1988. (See Table A-13.)

Administrative Personnel

The colleges reported 1,144 employees in the full-time administrative employment classification category during fall term 1988, an increase of 2.9 percent from a year ago, but a decrease of 1.0 percent over the fall 1986 level. The data indicate that colleges use different institutional policies for classifying administrative personnel. Interpretation of the following summary data, thus, should take possible classification differences into consideration.

Analysis of the highest academic degree data earned by administrators (see Table A-14) shows doctoral degrees were held by 19.6 percent of the administrative staff in fall term 1988, 18.4 percent in fall term 1987, and 18.3 percent in fall term 1986. The percentage of administrators whose highest degree was a baccalaureate degree, decreased from 18.8 percent in fall 1986 to 17.1 percent in fall 1988. Likewise, the number of administrators whose highest degree was a master's degree rose 1.5 percent from 46.3 percent in fall 1986 to 47.8 percent in fall 1988. These increased percentages may be due in part to more complete data on degree status as the percentage of unknowns declined over the same period of time.

Nearly 34.0 percent of administrative personnel were 50 years of age or over in fall term 1988 compared to 30.2 percent in fall 1986. Six years ago only 28.9 percent were over the age of 50. Over five percent of female administrators were less than 30 years of age, compared to only 1.7 percent of the men in this group in fall 1988. In fall 1986, 7.8 percent of the female administrators were less than 30 years of age compared to 2.2 percent of the men. (See Table A-15.)

In fall term 1988, 28.9 percent of the administrators had been in their current classification category more than ten years compared to 29.0 percent in fall 1986. Approximately 6.2 percent of the administrators had been employed less than one year in fall 1988 with 17.9 percent employed in their classification two years or less, compared to 12.1 percent and 29.4 percent in

1986. In 1986, 44.1 percent of the administrative personnel employed in their positions two years or less were women. By 1988 this percentage had decreased to 40.5. (See Table A-16.)

An examination of the racial/ethnic data for administrative staff yields the following percentage distribution: white, 82.4 percent; black, 14.2 percent; Hispanic, 2.1 percent; Asian, 0.9 percent; unknown, 0.3 percent; and American Indian 0.2 percent. The racial/ethnic percentage distribution among administrators was similar to the overall distribution with a marginally larger representation of whites (2.3 percent) and small decreases in the other categories. Over the past three years, the representation of black and Hispanic administrators has been increasing steadily. In 1986, 12.7 percent of the community college administrative staff was black compared to 14.1 percent in 1988. Likewise, the proportion of Hispanic administrators increased from 1.7 percent to 2.1 percent. However, comparisons of 1988 percentages to those during the 1983-85 years reveal a decrease in the proportion of black administrators. (See Table A-17.)

Supervisory Personnel

Supervisory personnel are those individuals who have the responsibility or authority to recommend the employment, transfer, suspension, dismissal, promotion, assignment, reward, or discipline of other staff, both full- and part-time. As is the case with administrative staff, local boards can define which positions are classified as supervisory. Therefore, there may be variation in the way colleges define this group of employees. However, presumably the classification within a college is consistent from year to year making an analysis of trends possible. In 1988, 432 individuals were employed in supervisory positions compared to 308 in 1986.

In fall 1988, 8.1 percent held associate degrees, 28.9 percent held baccalaureate degrees, 25.7 percent held master's degrees, 2.6 percent held doctoral degrees, and 7.4 percent were reported as having "other" degrees during fall term 1985. The remainder (27.3 percent) held no degrees or their educational status was unknown. A comparison over the last two years shows little change in the distribution of highest degree earned by supervisory personnel. (See Table A-18.)

The largest percentage of supervisors (35 percent) was between the ages of 30 and 39 in all three years. Only 23 percent were over 50 years of age in fall 1988. (See Table A-19.)

Twenty-four percent had been in their positions more than ten years in fall 1988 compared to 26.0 percent in 1986. About 37.5 percent of the supervisors had held their current positions for five years or less in fall 1988 compared to 53.2 percent in fall 1986. (See Table A-20.)

The racial/ethnic distribution of supervisory personnel in 1988 was as follows: white, 85.0 percent; black, 11.3 percent; Hispanic, 2.1 percent; Asian, 1.2 percent; and unknown, 0.5 percent. This differs somewhat from the overall distribution of community college personnel in that minorities do not

comprise as great a share of the supervisory group. For example, only 11.3 percent of the supervisors are black compared to 15.5 percent of all personnel. Over the past three years, the racial/ethnic distribution has fluctuated with increased minority representation occurring in 1987 before decreasing somewhat in 1988. However, the 1988 minority levels were higher than they had been two years before. Changes have been more dramatic if the last six years are considered. In 1983, 92.6 percent of the supervisors were white compared to the 1988 figure of 85.0 percent. (See Table A-21.)

Professional/Technical Personnel

The professional/technical classification category includes such positions as data analysts, accountants, computer programmers, engineers, and internal auditors. A total of 1,510 individuals were reported in this category during fall term 1988 -- 841 females and 669 males. This represents an increase of 2.2 percent over the number of professional/technical personnel (1,477) reported a year ago. Since 1984 the number of professional/technical staff has increased by 9.0 percent.

Slightly less than one-half (48.7 percent) either did not have a college degree or their educational status was unknown in fall term 1988. Baccalaureate degrees were held by 28.0 percent and master's degrees were held by 12.7 percent in fall 1988. In fall 1985, 24.4 percent held baccalaureate degrees and 11.7 percent held master's degrees. These figures showed slight growth over the three-year period examined. The percentage of the professional/technical staff with baccalaureate degrees fluctuated slightly between 1984 and 1986 before showing growth in 1987 and 1988. The percentage of professional/technical staff with master's degrees has grown steadily since 1984. Only ten individuals, less than one percent of the total in this category, held doctoral degrees in both fall 1987 and 1988. Less than one percent of the professional staff have held doctorates for the past six years. (See Table A-22.)

Professional/technical personnel represented the youngest group analyzed in this report for these three fall terms. Over 50 percent were less than 40 years of age during fall terms 1986 through 1988. Only 4.9 percent were 60 years of age or older in fall 1988 and 3.5 percent were in this age group in fall 1986. (See Table A-23.)

Sixteen and one-half percent had been in their positions for less than two years, with 5.7 percent having held their positions for less than one year in fall 1988. This was a decrease from fall 1987, when 38.3 percent of these employees had been in their positions less than two years and 13.4 percent had held their positions for less than one year. Hiring of professional/technical staff has slowed considerably over the past few years. Nearly three-fourths (71.2 percent) of the professional/technical personnel had been employed in their positions no more than five years in fall 1985. By 1988 this percentage had dropped to 28.7 percent. (See Table A-24.)

The racial/ethnic percentage distribution in 1988 for professional/technical staff consisted of: white, 66.4 percent; black, 26.9 percent; Hispanic, 3.6 percent; Asian, 2.3 percent; American Indian, 0.6 percent; and unknown,

0.3 percent. The professional/technical staff's racial/ethnic characteristics exhibited fewer whites (-13.7 percent) and a larger minority percentage than was evident in overall data. The racial/ethnic distribution among professional/technical personnel has exhibited little variability in the last three years. (See Table A-25.)

SUMMARY AND CONCLUSIONS

Community colleges in Illinois provided detailed characteristics data for personnel employed in the fall terms 1986 through 1988. There was a slight increase in the total number of full-time employees reported for fall terms 1987 and 1988. In fall 1986, the colleges reported a total of 12,056 full-time employees, while in fall 1988 they reported 12,193 employees, an increase of 1.1 percent. There were slight increases in the numbers of supervisory, professional/technical, and clerical personnel from fall 1986. Marginal decreases were reported in the number of full-time faculty, administrative, custodial, and other full-time staff for the same period.

Analysis of the employment of males and females by employee groups revealed substantial diversity in gender representation. Females continue to be underrepresented among full-time faculty, administrative, and custodial staff. However, the percentage of female administrators and full-time faculty has increased steadily over the past few years. Males are underrepresented among clerical and technical staff. However, underrepresentation of males among technical staff has decreased over the three years studied.

The overall racial/ethnic distribution of community college employees has not changed substantially over the last three years. Within the various employee groups, however, some change has occurred, particularly if the last three years are compared to the previous three years. Among full-time faculty, overall minority representation has increased from the previous 1983-85 period. However, it declined between 1986 and 1988. For both of the largest minority groups, blacks and Hispanics, decreases in representation have occurred over the six-year period. Among administrators, overall minority representation decreased from the previous 1983-85 period but increased between 1986 and 1988. The proportion of black administrators displayed this same pattern. The representation of Hispanic administrators has been relatively constant with an increase occurring in 1988.

The number of full-time teaching faculty decreased during the last three years. Eighty percent of the faculty have at least a master's degree with over 12 percent holding doctorates. While the number of faculty with doctorates has increased, the number with master's degrees has decreased resulting in a slight decrease in the percentage of faculty with graduate degrees. The age structure of the full-time faculty continues to shift to the older age groups. Although the number of female faculty has increased, men continue to outnumber women.

The number of academic support personnel fluctuated during the last three years but is down over 25.0 percent from six years ago. While over

three-fourths of the academic support staff have at least master's degrees, this proportion has decreased since 1986. As with faculty, the age structure of the academic support staff has shifted upward.

The number of community college administrators also fluctuated during the last three years. However, overall there has been a decrease in the number of administrative personnel. Over two-thirds of the administrators have graduate degrees with nearly one-fifth holding doctorates. Like most of the other employee groups, the age structure continues to increase. Administrators continue to be predominantly male although there has been a slight increase in female representation.

The number of supervisory personnel has increased substantially since 1986. Information on the highest degree earned continued to be unavailable for a substantial number of the supervisory staff. However, nearly one-third have at least a master's degree. The supervisory staff tends to be younger than most of the other professional employee groups and more equally represented by both males and females.

The number of professional/technical staff has continued to increase. Of the five professional employee groups, the technical staff is the youngest although as with the other groups, the age structure is increasing. Over the past few years, this group of employees has shifted from greater female representation to a more balanced distribution of males and females.

Overall, the characteristics of the Illinois community college faculty and staff have remained relatively stable over the last three years. However, the results of the study identify some issues that need to be addressed by the system. Although some progress has been made in obtaining a more equitable balance in the gender and racial/ethnic composition of faculty and staff, efforts need to be continued to address these issues. As the age structure continues to shift upward, colleges are encouraged to implement plans to address changes that occur as greater numbers of employees retire. While the slight decline in the overall educational level of faculty and academic support staff may not be significant, consideration should be given to this finding both in the selection of new personnel and in the encouragement of existing personnel to continue their graduate studies.

APPENDIX

Faculty and Staff Characteristics Tables
Fall Terms 1986-1988

Illinois Community College Board

Table A-1

ILLINOIS PUBLIC COMMUNITY COLLEGES
FALL 1986-1988 FACULTY AND STAFF BY EMPLOYMENT CLASSIFICATION

Year	Teaching Faculty FT	Teaching Faculty PT	Academic Support	Administrative	Supervisory	Technical	Clerical	Custodial	Other	Total
Fall 1986	4,639	11,210	462	1,156	308	1,407	2,664	1,166	254	23,272
% of Total	19.9	48.2	2.0	5.0	1.3	6.0	11.4	5.0	1.1	100.0
Fall 1987	4,575	12,246	520	1,112	384	1,477	2,843	1,028	153	24,338
% of Total	18.8	50.3	2.1	4.6	1.6	6.1	11.7	4.2	0.6	100.0
% Change from Fall 1986 to Fall 1987	-1.4	9.2	12.6	-3.8	24.7	5.0	6.7	-11.8	-39.8	4.6
Fall 1988	4,547	12,568	461	1,144	432	1,510	2,840	1,052	207	24,761
% of Total	18.4	50.8	1.9	4.6	1.7	6.1	11.5	4.2	0.8	100.0
% Change from Fall 1987 to Fall 1988	-0.6	2.6	-11.3	2.9	12.5	2.2	-0.1	2.3	35.3	1.7
AVERAGES	4,587	12,010	481	1,137	375	1,465	2,782	1,082	205	24,124

SOURCE OF DATA: Faculty and Staff (P1) Data Submission

Illinois Community College Board

Table A-2

ILLINOIS PUBLIC COMMUNITY COLLEGES
FALL 1986-1988 FULL-TIME FACULTY AND STAFF EMPLOYMENT CLASSIFICATION BY GENDER

Year	Teaching Faculty		Academic Support		Administrative		Supervisory		Professional/Technical	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Fall 1986	1,679	2,960	246	216	413	743	168	140	868	539
% of Total	13.9	24.6	2.0	1.8	3.4	6.2	1.4	1.2	7.2	4.5
Fall 1987	1,662	2,913	271	249	393	719	225	159	830	647
% of Total	13.7	24.1	2.2	2.1	3.3	5.9	1.9	1.3	6.9	5.4
% Change from Fall 1986 to Fall 1987	-1.0	-1.6	10.2	15.3	-4.8	-3.2	33.9	13.6	-4.4	20.0
Fall 1988	1,714	2,833	251	210	420	724	245	187	841	669
% of Total	14.1	23.2	2.1	1.7	3.4	5.9	2.0	1.5	6.9	5.5
% Change from Fall 1987 to Fall 1988	3.1	-2.7	-7.4	15.7	6.9	0.7	8.9	17.6	1.3	3.4
AVERAGES	1,685	2,902	256	225	409	729	213	162	846	618

Year	Clerical		Custodial		Other		Total		Grand Total
	Female	Male	Female	Male	Female	Male	Female	Male	
Fall 1986	2,429	235	182	984	142	112	6,127	5,929	12,056
% of Total	20.1	1.9	1.5	8.2	1.2	0.9	50.8	49.2	100.0
Fall 1987	2,592	251	189	839	72	81	6,234	5,858	12,092
% of Total	21.5	2.1	1.6	6.9	0.6	0.0	51.6	48.4	100.0
% Change from Fall 1986 to Fall 1987	6.7	6.8	3.8	-14.7	-49.3	-27.7	1.7	-1.2	0.3
Fall 1988	2,597	243	194	858	127	80	6,389	5,804	12,193
% of Total	21.3	2.0	1.6	7.0	1.0	0.7	52.4	47.6	100.0
% of Change Fall 1987 to Fall 1988	0.2	-3.2	2.6	2.3	76.4	-1.2	2.5	-0.9	0.8
AVERAGES	2,539	243	188	894	114	91	6,250	5,864	12,114

SOURCE OF DATA: Faculty and Staff (P1) Data Submission

Illinois Community College Board

Table A-3

ILLINOIS PUBLIC COMMUNITY COLLEGES
FALL 1986-1988 RACIAL/ETHNIC ORIGIN OF FULL-TIME
FACULTY AND STAFF PERSONNEL BY GENDER

Year	Asian		American Indian		Black		Hispanic		White		Other/Unknown		Grand
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Total
Fall 1986	92	115	17	13	1,167	704	134	114	4,676	4,938	41	45	12,056
% of Total	0.8	1.0	0.1	0.1	9.7	5.8	1.1	0.9	38.8	41.0	0.3	0.4	100.0
Fall 1987	83	107	20	11	1,188	668	140	114	4,780	4,928	23	30	12,092
% of Total	0.7	0.9	0.2	0.1	9.8	5.5	1.2	0.9	39.5	40.8	0.2	0.2	100.0
% Change from Fall 1986 to Fall 1987	-9.8	-7.0	17.6	-15.4	1.8	-5.1	4.5	---	2.2	-0.2	-43.9	-33.3	0.3
Fall 1988	86	98	21	10	1,208	685	149	123	4,904	4,866	21	22	12,193
% of Total	0.7	0.8	0.2	0.1	9.9	5.6	1.2	1.0	40.2	39.9	0.2	0.2	100.0
% Change from Fall 1987 to Fall 1988	3.6	-8.4	5.0	-9.1	1.7	2.5	6.4	7.9	2.6	-1.3	-8.7	-26.7	0.8
AVERAGES	87	107	19	11	1,188	686	141	117	4,787	4,911	28	32	12,114

SOURCE OF DATA: Faculty and Staff (P1) Data Submission

Illinois Community College Board

Table A-4

ILLINOIS PUBLIC COMMUNITY COLLEGES
FALL 1986-1988 HIGHEST DEGREE OF FULL-TIME TEACHING FACULTY BY GENDER

Year	Associate		Bachelor's		Master's		1st Professional		Doctoral		Other		None/Unknown		Total		Grand Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Fall 1986	31	64	229	273	1,221	2,087	5	32	141	380	12	25	40	99	1,679	2,960	4,639
% of Total	0.7	1.4	4.9	5.9	26.3	45.0	0.1	0.7	3.0	8.2	0.3	0.5	0.9	2.1	36.2	63.8	100.0
Fall 1987	30	65	209	277	1,233	2,032	6	24	129	377	18	38	37	100	1,662	2,913	4,575
% of Total	0.7	1.4	4.6	6.1	27.0	44.4	0.1	0.5	2.8	8.2	0.4	0.8	0.8	2.2	36.3	63.7	100.0
% Change from Fall 1986 to Fall 1987	-3.2	1.6	-8.7	1.5	1.0	-2.6	20.0	-25.0	-8.5	-0.8	50.0	52.0	-7.5	1.0	-1.0	-1.6	-1.4
Fall 1988	26	60	189	249	1,227	1,857	11	32	154	407	20	35	87	193	1,714	2,833	4,547
% of Total	0.6	1.3	4.2	5.5	27.0	40.8	0.2	0.7	3.4	9.0	0.4	0.8	1.9	4.2	37.7	62.3	100.0
% Change from Fall 1987 to Fall 1988	-13.3	-7.7	-9.6	-10.1	-0.5	-8.6	83.3	33.3	19.4	8.0	11.1	-7.9	135.1	93.0	3.1	-2.7	-0.6
AVERAGES	29	63	209	266	1,227	1,992	7	29	141	388	17	33	55	131	1,685	2,902	4,587

SOURCE OF DATA: Faculty and Staff (PI) Data Submission

Illinois Community College Board

Table A-5

ILLINOIS PUBLIC COMMUNITY COLLEGES
FALL 1986-1988 AGE DISTRIBUTION OF FULL-TIME TEACHING FACULTY BY GENDER

Year	Less Than 30		30-39		40-49		50-59		60-64		65+		Unknown		Total		Grand
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Total
Fall 1986	45	57	392	529	676	1,257	417	864	118	174	29	78	2	1	1,679	2,960	4,639
% of Total	1.0	1.2	8.5	11.4	14.6	27.1	9.0	18.6	2.5	3.8	0.6	1.7	0.0	0.0	36.2	63.8	100.0
Fall 1987	43	57	358	465	677	1,236	435	890	108	187	38	78	3	0	1,662	2,913	4,575
% of Total	0.9	1.2	7.8	10.2	14.8	27.0	9.5	19.5	2.4	4.1	0.8	1.7	0.1	0.0	36.3	63.7	100.0
% Change from Fall 1986 to Fall 1987	-4.4	0.0	-8.7	-12.1	0.1	-1.7	4.3	3.0	-8.5	7.5	31.0	0.0	50.0	-100.0	-1.0	-1.6	-1.4
Fall 1988	43	35	339	414	714	1,196	459	920	109	192	45	76	5	0	1,714	2,833	4,547
% of Total	0.9	0.8	7.5	9.1	15.7	26.3	10.1	20.2	2.4	4.2	1.0	1.7	0.1	0.0	37.7	62.3	100.0
% Change from Fall 1987 to Fall 1988	0.0	-38.6	-5.3	-11.0	5.5	-3.2	5.5	3.4	0.9	2.7	18.4	-2.6	66.7	0.0	3.1	-2.7	-0.6
AVERAGES	44	50	363	469	689	1,230	437	891	112	184	37	77	3	0	1,685	2,902	4,587

SOURCE OF DATA: Faculty and Staff (P1) Data Submission

Illinois Community College Board

Table A-6

ILLINOIS PUBLIC COMMUNITY COLLEGES
FALL 1986-1988 YEARS OF SERVICE OF FULL-TIME TEACHING FACULTY BY GENDER

Year	Less Than 1		1-2		3-5		6-10		11-20		21-30		31+		Unknown	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Fall 1986	111	221	109	125	239	252	364	437	776	1,633	59	232	20	60	1	0
% of Total	2.4	4.8	2.3	2.7	5.2	5.4	7.8	9.4	16.7	35.2	1.3	5.0	0.4	1.3	0.0	0.0
Fall 1987	78	84	98	134	224	212	372	472	800	1,687	83	304	7	20	0	0
% of Total	1.7	1.8	2.1	2.9	4.9	4.6	8.1	10.3	17.5	36.9	1.8	6.6	0.2	0.4	0.0	0.0
% Change from Fall 1986 to Fall 1987	-29.7	-62.0	-10.1	7.2	-6.3	-15.9	2.2	8.0	3.1	3.3	40.7	31.0	-65.0	-66.7	-100.0	0.0
Fall 1988	60	74	105	126	146	150	276	307	527	1,046	79	269	2	11	519	850
% of Total	1.3	1.6	2.3	2.8	3.2	3.3	6.1	6.8	11.6	23.0	1.7	5.9	.04	0.2	11.4	18.7
% Change from Fall 1987 to Fall 1988	-23.1	-11.9	7.1	-6.0	-34.8	-29.2	-25.8	-35.0	-34.1	-38.0	-4.8	-11.5	-71.4	-45.0	51900.0	8500.0
AVERAGES	83	126	104	128	203	205	337	405	701	1,455	74	268	10	30	173	283

Year	Total		Grand Total
	Female	Male	
Fall 1986	1,679	2,960	4,639
% of Total	36.2	63.8	100.0
Fall 1987	1,662	2,913	4,575
% of Total	36.3	63.7	100.0
% Change from Fall 1986 to Fall 1987	-1.0	-1.6	-1.4
Fall 1988	1,714	2,833	4,547
% of Total	37.7	62.3	100.0
% Change from Fall 1987 to Fall 1988	3.1	-2.7	7.1
AVERAGES	1,685	2,902	4,587

SOURCE OF DATA: Faculty and Staff (P1) Data Submission

Illinois Community College Board

Table A-7

ILLINOIS PUBLIC COMMUNITY COLLEGES
FALL 1986-1988 RACIAL/ETHNIC ORIGIN OF FULL-TIME FACULTY BY GENDER

Year	Asian		American Indian		Black		Hispanic		White		Other/Unknown		Total		Grand Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Fall 1986	46	67	2	6	223	191	22	16	1,381	2,671	5	9	1,679	2,960	4,639
% of Total	1.0	1.4	0.0	0.1	4.8	4.1	0.5	0.3	29.8	57.6	0.1	0.2	36.2	63.8	100.0
Fall 1987	42	62	3	5	215	187	21	13	1,378	2,637	3	9	1,662	2,913	4,575
% of Total	0.9	1.4	0.1	0.1	4.7	4.1	0.5	0.3	30.1	57.6	0.1	0.2	36.3	63.7	100.0
% Change from Fall 1986 to Fall 1987	-8.7	-7.5	50.0	-16.7	-3.6	-2.1	-4.5	-18.8	-0.2	-1.3	-40.0	0.0	-1.0	-1.6	-1.4
Fall 1988	39	57	4	4	214	175	20	11	1,434	2,579	3	7	1,714	2,833	4,547
% of Total	0.9	1.3	0.1	0.1	4.7	3.8	0.4	0.2	31.5	56.7	0.1	0.2	37.7	62.3	100.0
% Change from Fall 1987 to Fall 1988	-7.1	-8.1	33.3	-20.0	-0.5	-6.4	-4.8	-15.4	4.1	-2.2	0.0	-22.2	3.1	-2.7	-0.6
AVERAGES	42	62	3	5	217	184	21	13	1,398	2,629	4	8	1,685	2,902	4,587

SOURCE OF DATA: Faculty and Staff (P1) Data Submission

Illinois Community College Board

Table A-8

ILLINOIS PUBLIC COMMUNITY COLLEGES
FALL 1986-1988 TENURE STATUS OF FULL-TIME TEACHING FACULTY BY GENDER

	Tenured Track				Non-Tenured Track		Total		Grand
	Tenured		Non-Tenured						
Year	Female	Male	Female	Male	Female	Male	Female	Male	Total
Fall 1986	1,396	2,640	188	210	95	110	1,679	2,913	4,639
% of Total	30.1	56.9	4.1	4.5	2.0	2.4	36.2	63.8	100.0
Fall 1987	1,405	2,593	189	219	68	101	1,662	2,913	4,575
% of Total	30.7	56.7	4.1	4.8	1.5	2.2	36.3	63.7	100.0
% Change from Fall 1986 to Fall 1987	0.6	-1.8	0.5	4.3	-28.4	-8.2	-1.0	-1.6	-1.4
Fall 1988	1,361	2,431	225	201	128	201	1,714	2,833	4,547
% of Total	29.9	53.5	4.9	4.4	2.8	4.4	37.7	62.3	100.0
% Change from Fall 1987 to Fall 1988	-3.1	-6.2	19.0	-8.2	88.2	99.0	3.1	-2.7	-0.6
AVERAGES	1,387	2,555	201	210	97	137	1,685	2,902	4,587

SOURCE OF DATA: Faculty and Staff (P1) Data Submission

Illinois Community College Board

Table A-9

ILLINOIS PUBLIC COMMUNITY COLLEGES
FALL 1988 PRIMARY TEACHING AREA OF TEACHING FACULTY
BY CLASSIFICATION OF INSTRUCTIONAL PROGRAMS TAXONOMY AND GENDER

CIP	Program Name	Full-Time			Part-Time			Total		Grand	Percent
		Female	Male	Total	Female	Male	Total	Female	Male	Total	of Total
01	Agribusiness and Agricultural Production	6	68	74	18	30	48	24	98	122	0.7%
02	Agricultural Sciences	0	8	8	11	12	23	11	20	31	0.2
03	Conservation and Natural Resources	0	4	4	0	2	2	0	6	6	0.0
04	Architecture and Environmental Design	2	15	17	1	8	9	3	23	26	0.2
05	Area and Ethnic Studies	1	2	3	2	1	3	3	3	6	0.0
06	Management	38	163	201	217	765	982	255	928	1,183	6.9
07	Office Occupations and Systems	209	193	402	518	447	965	727	640	1,367	8.0
08	Marketing and Distribution	5	21	26	48	91	139	53	112	165	1.0
09	Communications	12	11	23	38	31	69	50	42	92	0.5
10	Communications and Media Technologies	1	7	8	1	5	6	2	12	14	0.1
11	Computer and Information Sciences	13	20	33	38	120	158	51	140	191	1.1
12	Consumer and Personal Services	17	3	20	16	5	21	33	8	41	0.2
13	Education	44	45	89	104	70	174	148	115	263	1.5
14	Engineering	0	18	18	4	37	41	4	55	59	0.3
15	Engineering-Related Technologies	4	187	191	17	244	261	21	431	452	2.6
16	Foreign Languages	29	26	55	114	65	179	143	91	234	1.4
17	Allied Health	171	51	222	292	97	389	463	148	611	3.6
18	Health Sciences	282	1	283	92	3	95	374	4	378	2.2
19	Home Economics	10	2	12	28	4	32	38	6	44	0.3
20	Home and Institutional Services	71	31	102	217	63	280	288	94	382	2.2
21	Industrial Arts	0	4	4	0	2	2	0	6	6	0.0
22	Law	0	8	8	6	34	40	6	42	48	0.3
23	Letters	270	305	575	400	252	652	670	557	1,227	7.2
24	Liberal/General Education	15	12	27	48	31	79	63	43	106	0.6
25	Library and Archival Sciences	1	0	1	6	5	11	7	5	12	0.1
26	Life Sciences	65	180	245	85	63	148	150	243	393	2.3
27	Mathematics	80	231	311	161	254	415	241	485	726	4.2
28	Military Sciences	0	0	0	0	1	1	0	1	1	0.0
30	Multi/Interdisciplinary Studies	22	38	60	21	24	45	43	62	105	0.6
31	Parks and Recreation	1	3	4	2	4	6	3	7	10	0.1
32	Basic Skills	96	37	133	1,931	1,202	3,133	2,027	1,239	3,266	19.1
33	Citizenship/Civic Activities	0	0	0	9	11	20	9	11	20	0.1
34	Health-Related Activities	0	2	2	78	20	98	78	22	100	0.6
35	Interpersonal Skills	0	0	0	7	4	11	7	4	11	0.1
36	Leisure and Recreational Activities	19	44	63	280	194	474	299	238	537	3.1
37	Personal Awareness	1	0	1	29	13	42	30	13	43	0.3
38	Philosophy and Religion	5	26	31	15	72	87	20	98	118	0.7
40	Physical Sciences	33	205	238	27	111	138	60	316	376	2.2
41	Science Technologies	0	1	1	0	8	8	0	9	9	0.1
42	Psychology	42	89	131	153	137	290	195	226	421	2.5
43	Protective Services	5	39	44	13	198	211	18	237	255	1.5
44	Public and Social Services	5	3	8	28	11	39	33	14	47	0.3
45	Social Sciences	70	270	340	111	230	341	181	500	681	4.0
46	Construction Trades	0	37	37	3	55	58	3	92	95	0.6
47	Mechanics and Repairs	1	155	156	5	172	177	6	327	333	1.9
48	Precision Production	5	109	114	40	313	353	45	422	467	2.7
49	Transportation and Material Moving	2	4	6	36	56	92	38	60	98	0.6
50	Visual and Performing Arts	52	140	192	289	232	521	341	372	713	4.2
	Unknown	9	15	24	629	571	1,200	638	586	1,224	7.2
TOTALS		1,714	2,833	4,547	6,188	6,380	12,568	7,902	9,213	17,115	100.0%

SOURCE OF DATA: Faculty and Staff (P1) Data Submission

Illinois Community College Board

Table A-10

ILLINOIS PUBLIC COMMUNITY COLLEGES
FALL 1986-1988 HIGHEST DEGREE OF FULL-TIME ACADEMIC SUPPORT STAFF BY GENDER

Year	Associate		Bachelor's		Master's		1st Professional		Doctoral		Other		None/Unknown		Total		Grand Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Fall 1986	5	3	31	17	177	160	2	2	13	28	3	2	15	4	246	216	462
% of Total	1.1	0.6	6.7	3.7	38.3	34.6	0.4	0.4	2.8	6.1	0.6	0.4	3.2	0.9	53.2	46.8	100.0
Fall 1987	9	8	34	25	186	167	1	2	15	36	5	1	21	10	271	249	520
% of Total	1.7	1.5	6.5	4.8	35.8	32.1	0.2	0.4	2.9	6.9	1.0	0.2	4.0	1.9	52.1	47.9	100.0
% Change from Fall 1986 to Fall 1987	80.0	166.7	9.7	47.1	5.1	4.4	-50.0	0.0	15.4	28.6	66.7	-50.0	40.0	150.0	10.2	15.3	12.6
Fall 1988	11	3	33	23	169	143	1	2	13	27	4	1	20	11	251	210	461
% of Total	2.4	0.7	7.2	5.0	36.7	31.0	0.2	0.4	2.8	5.9	0.9	0.2	4.3	2.4	54.4	45.6	100.0
% Change from Fall 1987 to Fall 1988	22.2	-62.5	-2.9	-8.0	-9.1	-14.4	0.0	0.0	-13.3	-25.0	-20.0	0.0	---	---	-7.4	-15.7	-11.3
AVERAGES	8	5	33	22	177	157	1	2	14	30	4	1	19	8	256	225	481

SOURCE OF DATA: Faculty and Staff (P1) Data Submission

Illinois Community College Board

Table A-11

ILLINOIS PUBLIC COMMUNITY COLLEGES
FALL 1986-1988 AGE DISTRIBUTION OF FULL-TIME ACADEMIC SUPPORT STAFF BY GENDER

Year	Less Than 30		30-39		40-49		50-59		60-64		65+		Unknown		Total		Grand
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Total
Fall 1986	9	10	84	40	88	85	46	69	12	9	5	3	2	0	246	216	462
% of Total	1.9	2.2	18.2	8.7	19.0	18.4	10.0	14.9	2.6	1.9	1.1	0.6	0.4	0.0	53.2	46.8	100.0
Fall 1987	14	10	87	47	103	91	47	89	14	9	6	3	0	0	271	249	520
% of Total	2.7	1.9	16.7	9.0	19.8	17.5	9.0	17.1	2.7	1.7	1.2	0.6	0.0	0.0	52.1	47.9	100.0
% Change from Fall 1986 to Fall 1987	55.6	0.0	3.6	17.5	17.0	7.1	2.2	29.0	16.7	0.0	20.0	0.0	-100.0	0.0	10.2	15.3	12.6
Fall 1988	15	8	69	45	104	69	45	75	12	12	6	1	0	0	251	210	461
% of Total	3.3	1.7	15.0	9.8	22.6	15.0	9.8	16.3	2.6	2.6	1.3	0.2	0.0	0.0	54.4	45.6	100.0
% Change from Fall 1987 to Fall 1988	7.1	-20.0	-20.7	-4.3	1.0	-24.2	-4.3	-15.7	-14.3	33.3	---	-66.7	---	---	-7.4	-15.7	-11.3
AVERAGES	13	9	80	44	98	82	46	78	13	10	6	2	1	0	256	225	481

SOURCE OF DATA: Faculty and Staff (P1) Data Submission

Illinois Community College Board

Table A-12

ILLINOIS PUBLIC COMMUNITY COLLEGES
FALL 1986-1988 YEARS OF SERVICE OF FULL-TIME ACADEMIC SUPPORT STAFF BY GENDER

Year	Less Than 1		1-2		3-5		6-10		11-20		21-30		31+		Unknown	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Fall 1986	22	11	41	17	38	28	58	27	80	124	2	4	4	5	1	0
% of Total	4.8	2.4	8.9	3.7	8.2	6.1	12.6	5.8	17.3	26.8	0.4	0.9	0.9	1.1	0.2	0.0
Fall 1987	20	12	42	21	44	29	66	42	94	136	3	9	2	0	0	0
% of Total	3.8	2.3	8.1	4.0	8.5	5.6	12.7	8.1	18.1	26.2	0.6	1.7	0.4	0.0	0.0	0.0
% Change from Fall 1986 to Fall 1987	-9.1	9.1	2.4	23.5	15.8	3.6	13.8	55.6	17.5	9.7	50.0	125.0	-50.0	-100.0	-100.0	0.0
Fall 1988	16	8	37	13	29	13	40	18	77	79	2	14	0	0	50	65
% of Total	3.5	1.7	8.0	2.8	6.3	2.8	8.7	3.9	16.7	17.1	0.4	3.0	0.0	0.0	10.8	14.4
% Change from Fall 1987 to Fall 1988	-20.0	-33.3	-11.9	-38.1	-34.1	-55.2	-39.4	-57.1	-18.1	-41.9	-33.3	55.6	-100.0	0.0	0.0	0.0
AVERAGES	19	10	40	17	37	23	55	29	84	113	2	9	2	2	17	22

Year	Total		Grand Total
	Female	Male	
Fall 1986	246	216	462
% of Total	53.2	46.8	100.0
Fall 1987	271	249	520
% of Total	52.1	47.9	100.0
% Change from Fall 1986 to Fall 1987	10.2	15.3	12.6
Fall 1988	251	210	461
% of Total	54.4	45.6	100.0
% Change from Fall 1987 to Fall 1988	-7.4	-15.7	-49.8
AVERAGES	256	225	414

SOURCE OF DATA : Faculty and Staff (P1) Data Submission

Illinois Community College Board

Table A-13

ILLINOIS PUBLIC COMMUNITY COLLEGES
FALL 1986-1988 RACIAL/ETHNIC ORIGIN OF FULL-TIME ACADEMIC SUPPORT STAFF BY GENDER

Year	Asian		American Indian		Black		Hispanic		White		Other/Unknown		Total		Total Grand
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Fall 1986	1	10	0	0	41	25	5	4	198	176	1	1	246	216	462
% of Total	0.2	2.2	0.0	0.0	8.9	5.4	1.1	0.9	42.9	38.1	0.2	0.2	53.2	46.8	100.0
Fall 1987	2	8	1	1	42	24	8	3	217	212	1	1	271	249	520
% of Total	0.4	1.5	0.2	0.2	8.1	4.6	1.5	0.6	41.7	40.8	0.2	0.2	52.1	47.9	100.0
% Change from Fall 1986 to Fall 1987	100.0	-20.0	0.0	0.0	2.4	-4.0	60.0	-25.0	9.6	20.5	0.0	0.0	10.2	15.3	12.6
Fall 1988	1	7	0	1	40	27	4	4	206	171	0	0	251	210	461
% of Total	0.2	1.5	0.0	0.2	8.7	5.9	0.9	0.9	44.7	37.1	0.0	0.0	54.4	45.6	100.0
% of Change Fall 1987 to Fall 1988	-50.0	-12.5	-100.0	0.0	-4.8	12.5	-50.0	33.3	-5.1	-19.3	-100.0	-100.0	-7.4	-15.7	-11.3
AVERAGES	1	8	0	1	41	25	6	4	207	186	1	1	256	225	481

SOURCE OF DATA: Faculty and Staff (P1) Data Submission

Illinois Community College Board

Table A-14

ILLINOIS PUBLIC COMMUNITY COLLEGES
FALL 1986-1988 HIGHEST DEGREE OF FULL-TIME ADMINISTRATIVE STAFF BY GENDER

Year	Associate		Bachelor's		Master's		1st Professional		Doctoral		Other		None/Unknown		Total		Grand Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Fall 1986	14	21	98	119	178	357	1	8	47	164	11	7	64	67	413	743	1,156
% of Total	1.2	1.8	8.5	10.3	15.4	30.9	0.1	0.7	4.1	14.2	1.0	0.6	5.5	5.8	35.7	64.3	100.0
Fall 1987	14	18	92	118	176	351	1	7	48	157	10	8	52	60	393	719	1,112
% of Total	1.3	1.6	8.3	10.6	15.8	31.6	0.1	0.6	4.3	14.1	0.9	0.7	4.7	5.4	35.3	64.7	100.0
% Change from Fall 1986 to Fall 1987	0.0	-14.3	-6.1	-0.8	-1.1	-1.7	0.0	-12.5	2.1	-4.3	-9.1	14.3	-18.8	-10.4	-4.8	-3.2	-3.8
Fall 1988	12	19	95	101	194	352	1	9	62	162	8	10	48	71	420	724	1,144
% of Total	1.0	1.7	8.3	8.8	17.0	30.8	0.1	0.8	5.4	14.2	0.7	0.9	4.2	6.2	36.7	63.3	100.0
% Change from Fall 1987 to Fall 1988	-14.3	5.6	3.3	-14.4	10.2	0.3	0.0	28.6	29.2	3.2	-20.0	25.0	-7.7	18.3	6.9	0.7	2.9
AVERAGES	13	19	95	113	183	353	1	8	52	161	10	8	55	66	409	729	1,137

SOURCE OF DATA: Faculty and Staff (P1) Data Submission

Illinois Community College Board

Table A-15

ILLINOIS PUBLIC COMMUNITY COLLEGES
FALL 1986-1988 AGE DISTRIBUTION OF FULL-TIME ADMINISTRATIVE PERSONNEL

Year	Less Than 30		30-39		40-49		50-59		60-64		65+		Unknown		Total		Grand
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Total
Fall 1986	32	16	142	178	151	288	71	209	14	41	3	11	0	0	413	743	1,156
% of Total	2.8	1.4	12.3	15.4	13.1	24.9	6.1	18.1	1.2	3.5	0.3	1.0	0.0	0.0	35.7	64.3	100.0
Fall 1987	24	16	127	140	147	300	80	219	10	35	3	9	2	0	393	719	1,112
% of Total	2.2	1.4	11.4	12.6	13.2	27.0	7.2	19.7	0.9	3.1	0.3	0.8	0.2	0.0	35.3	64.7	100.0
% Change from Fall 1986 to Fall 1987	-25.0	0.0	-10.6	-21.3	-2.6	4.2	12.7	4.8	-28.6	-14.6	0.0	-18.2	200.0	0.0	-4.8	-3.2	-3.8
Fall 1988	22	12	131	131	166	295	83	243	15	35	3	8	0	0	420	724	1,144
% of Total	1.9	1.0	11.5	11.5	14.5	25.8	7.3	21.2	1.3	3.1	0.3	0.7	0.0	0.0	36.7	63.3	100.0
% Change from Fall 1987 to Fall 1988	-8.3	-25.0	3.1	-6.4	12.9	-1.7	3.8	11.0	50.0	0.0	0.0	-11.1	-100.0	0.0	6.9	0.7	2.9
AVERAGES	26	15	133	150	155	294	78	224	13	37	3	9	1	0	409	729	1,137

SOURCE OF DATA: Faculty and Staff (P1) Data Submission

Illinois Community College Board

Table A-16

ILLINOIS PUBLIC COMMUNITY COLLEGES
FALL 1986-1988 YEARS OF SERVICE OF FULL-TIME ADMINISTRATIVE STAFF BY GENDER

Year	Less Than 1		1-2		3-5		6-10		11-20		21-30		31+		Unknown	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Fall 1986	58	82	92	108	79	100	102	181	79	242	3	12	0	18	0	0
% of Total	5.0	7.1	8.0	9.3	6.8	8.7	8.8	15.7	6.8	20.9	0.3	1.0	0.0	1.6	0.0	0.0
Fall 1987	38	62	84	126	87	91	82	153	97	262	4	22	1	3	0	0
% of Total	3.4	5.6	7.6	11.3	7.8	8.2	7.4	13.8	8.7	23.6	0.4	2.0	0.1	0.3	0.0	0.0
% Change from Fall 1986 to Fall 1987	-34.5	-24.4	-8.7	16.7	10.1	-9.0	-19.6	-15.5	22.8	8.3	33.3	83.3	---	0.0	---	---
Fall 1988	27	43	56	79	67	72	58	94	81	200	6	42	1	0	124	194
% of Total	2.4	3.8	4.9	6.9	5.9	6.3	5.1	8.2	7.1	17.5	0.5	3.7	0.1	0.0	10.8	17.0
% Change from Fall 1987 to Fall 1988	-28.9	-30.6	-33.3	0.0	-23.0	-20.9	0.0	-38.6	-16.5	-23.7	50.0	90.9	0.0	300.0	12400.0	19400.0
AVERAGES	41	62	77	104	78	88	81	143	86	235	4	25	1	7	41	65

Year	Total		Grand Total
	Female	Male	
Fall 1986	413	743	1,156
% of Total	35.7	64.3	100.0
Fall 1987	393	719	1,112
% of Total	35.3	64.7	100.0
% Change from Fall 1986 to Fall 1987	-4.8	-3.2	-3.8
Fall 1988	420	724	1,144
% of Total	36.7	63.3	100.0
% Change from Fall 1987 to Fall 1988	6.9	0.7	2.9
AVERAGES	409	729	1,137

SOURCE OF DATA: Faculty and Staff (P1) Data Submission

Illinois Community College Board

Table A-17

ILLINOIS PUBLIC COMMUNITY COLLEGES
FALL 1986-1988 RACIAL/ETHNIC ORIGIN OF FULL-TIME ADMINISTRATIVE STAFF BY GENDER

Year	Asian		American Indian		Black		Hispanic		White		Other/Unknown		Total		Grand
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Total
Fall 1986	8	6	3	0	77	70	8	12	317	651	0	4	413	743	1,156
% of Total	0.7	0.5	0.3	0.0	6.7	6.1	0.7	1.0	27.4	56.3	0.0	0.3	35.7	64.3	100.0
Fall 1987	5	5	2	0	72	75	7	12	306	624	1	3	393	719	1,112
% of Total	0.4	0.4	0.2	0.0	6.5	6.7	0.6	1.1	27.5	56.1	0.1	0.3	35.3	64.7	100.0
% Change from Fall 1986 to Fall 1987	-37.5	-16.7	-33.3	0.0	-6.5	7.1	-12.5	0.0	-3.5	-4.1	---	-25.0	-4.8	-3.2	-3.8
Fall 1988	6	4	2	0	84	78	10	14	315	628	3	0	420	724	1,144
% of Total	0.5	0.3	0.2	0.0	7.3	6.8	0.9	1.2	27.5	54.9	0.3	0.0	36.7	63.3	100.0
% Change from Fall 1987 to Fall 1988	20.0	-20.0	0.0	0.0	16.7	4.0	42.9	16.7	2.9	0.6	200.0	-100.0	6.9	0.7	2.9
AVERAGES	6	5	2	0	78	74	8	13	313	634	1	2	409	729	1,137

SOURCE OF DATA: Faculty and Staff (P1) Data Submission

Illinois Community College Board

Table A-18

ILLINOIS PUBLIC COMMUNITY COLLEGES
FALL 1986-1988 HIGHEST DEGREE OF FULL-TIME SUPERVISORY STAFF BY GENDER

Year	Associate		Bachlor's		Master's		Doctoral		Other		None/Unknown		Total		Grand
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Total
Fall 1986	14	13	60	32	43	47	4	10	12	15	35	23	168	140	308
% of Total	4.5	4.2	19.5	10.4	14.0	15.3	1.3	3.2	3.9	4.9	11.4	7.5	54.5	45.5	100.0
Fall 1987	13	14	62	34	55	41	4	4	15	20	76	46	225	159	384
% of Total	3.4	3.6	16.1	8.9	14.3	10.7	1.0	1.0	3.9	5.2	19.8	12.0	58.6	41.4	100.0
% Change from Fall 1986 to Fall 1987	-7.1	7.7	3.3	6.3	27.9	-12.8	0.0	-60.0	25.0	33.3	117.1	100.0	33.9	13.6	24.7
Fall 1988	17	18	79	46	60	51	5	6	13	19	71	47	245	187	432
% of Total	3.9	4.2	18.3	10.6	13.9	11.8	1.2	1.4	3.0	4.4	16.4	10.9	56.7	43.3	100.0
% Change from Fall 1987 to Fall 1988	14.7	15.0	67.0	37.3	52.7	46.3	4.3	6.7	13.3	18.0	60.7	38.7	212.7	162.0	374.7
AVERAGES	15	15	67	37	53	46	4	7	13	18	61	39	213	162	375

SOURCE OF DATA: Faculty and Staff (P1) Data Submission

Illinois Community College Board

Table A-19

ILLINOIS PUBLIC COMMUNITY COLLEGES
FALL 1986-1988 AGE DISTRIBUTION OF FULL-TIME SUPERVISORY STAFF BY GENDER

Year	Less Than 30		30-39		40-49		50-59		60-64		65+		Unknown		Total		Grand
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Total
Fall 1986	26	13	51	58	52	33	32	28	7	8	0	0	0	0	168	140	308
% of Total	8.4	4.2	16.6	18.8	16.9	10.7	10.4	9.1	2.3	2.6	0.0	0.0	0.0	0.0	54.5	45.5	100.0
Fall 1987	27	18	78	58	68	45	42	26	9	9	1	3	0	0	225	159	384
% of Total	7.0	4.7	20.3	15.1	17.7	11.7	10.9	6.8	2.3	2.3	0.3	0.8	0.0	0.0	58.6	41.4	100.0
% Change from Fall 1986 to Fall 1987	3.8	38.5	52.9	0.0	30.8	36.4	31.3	-7.1	28.6	12.5	---	---	---	---	33.9	13.6	24.7
Fall 1988	27	15	88	63	78	62	41	37	9	6	2	4	0	0	245	187	432
% of Total	6.3	3.5	20.4	14.6	18.1	14.4	9.5	8.6	2.1	1.4	0.5	0.9	0.0	0.0	56.7	43.3	100.0
% Change from Fall 1987 to Fall 1988	0.0	-16.7	12.8	8.6	14.7	37.8	-2.4	42.3	---	-33.3	100.0	33.3	---	---	8.9	17.6	12.5
AVERAGES	27	15	72	60	66	47	38	30	8	8	1	2	0	0	213	162	375

SOURCE OF DATA: Faculty and Staff (P1) Data Submission

Illinois Community College Board

Table A-20

ILLINOIS PUBLIC COMMUNITY COLLEGES
FALL 1986-1988 YEARS OF SERVICE OF FULL-TIME SUPERVISORY STAFF BY GENDER

Year	Less Than 1		1-2		3-5		6-10		11-20		21-30		31+		Unknown	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Fall 1986	28	14	38	31	26	27	41	23	35	44	0	0	0	1	0	0
% of Total	9.1	4.5	12.3	10.1	8.4	8.8	13.3	7.5	11.4	14.3	0.0	0.0	0.0	0.3	0	0
Fall 1987	36	19	59	39	37	26	44	36	49	38	0	0	0	1	0	0
% of Total	9.4	4.9	15.4	10.2	9.6	6.8	11.5	9.4	12.8	9.9	0.0	0.0	0.0	0.3	0.0	0.0
% Change from Fall 1986 to Fall 1987	28.6	35.7	55.3	25.8	42.3	-3.7	7.3	56.5	40.0	-13.6	0.0	0.0	0.0	0.0	0.0	0.0
Fall 1988	24	15	35	20	32	36	46	33	51	46	3	5	0	0	54	32
% of Total	5.6	3.5	8.1	4.6	7.4	8.3	10.6	7.6	11.8	10.6	0.7	1.2	0.0	0.0	12.5	7.4
% Change from Fall 1987 to Fall 1988	-33.3	-21.1	-40.7	-48.7	-13.5	38.5	4.5	-8.3	4.1	21.1	300.0	500.0	0.0	-100.0	5400.0	3200.0
AVERAGES	29	16	44	30	32	30	44	31	45	43	1	2	0	1	18	11

Year	Total		Grand Total
	Female	Male	
Fall 1986	168	140	308
% of Total	54.5	45.5	100.0
Fall 1987	225	159	384
% of Total	58.6	41.4	100.0
% Change from Fall 1986 to Fall 1987	33.9	13.6	24.7
Fall 1988	245	187	432
% of Total	56.7	43.3	100.0
% Change from Fall 1987 to Fall 1988	8.9	17.6	12.5
AVERAGES	213	162	375

SOURCE OF DATA: Faculty and Staff (P1) Data Submission

Illinois Community College Board

Table A-21

ILLINOIS PUBLIC COMMUNITY COLLEGES
FALL 1986-1988 RACIAL/ETHNIC ORIGIN OF FULL-TIME SUPERVISORY STAFF BY GENDER

Year	Asian		American Indian		Black		Hispanic		White		Other/Unknown		Total		Grand
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Total
Fall 1986	1	1	0	0	14	9	4	1	149	127	0	2	168	140	308
% of Total	0.3	0.3	0.0	0.0	4.5	2.9	1.3	0.3	48.4	41.2	0.0	0.6	54.5	45.5	100.0
Fall 1987	2	4	0	0	37	16	6	3	179	134	1	2	225	159	384
% of Total	0.5	1.0	0.0	0.0	9.6	4.2	1.6	0.8	46.6	34.9	0.3	0.5	58.6	41.4	100.0
% Change from Fall 1986 to Fall 1987	100.0	300.0	---	---	164.3	77.8	50.0	200.0	20.1	5.5	---	0.0	33.9	13.6	24.7
Fall 1988	2	3	0	0	33	16	7	2	203	164	0	2	245	187	432
% of Total	0.5	0.7	0.0	0.0	7.6	3.7	1.6	0.5	47.0	38.0	0.0	0.5	56.7	43.3	100.0
% of Change Fall 1987 to Fall 1988	0.0	-25.0	0.0	0.0	-10.8	0.0	16.7	-33.3	13.4	22.4	-100.0	0.0	8.9	17.6	12.5
AVERAGES	2	3	0	0	28	14	6	2	177	142	0	2	213	162	375

SOURCE OF DATA: Faculty and Staff (P1) Data Submission

Illinois Community College Board

Table A-22

ILLINOIS PUBLIC COMMUNITY COLLEGES
FALL 1986-1988 HIGHEST DEGREE OF FULL-TIME PROFESSIONAL/TECHNICAL STAFF BY GENDER

Year	Associate		Bachelor's		Master's		1st Professional		Doctoral		Other		None/Unknown		Total		Grand Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Fall 1986	73	56	171	127	76	61	0	0	4	4	23	34	521	257	868	539	1,407
% of Total	5.2	4.0	12.2	9.0	5.4	4.3	0.0	0.0	0.3	0.3	1.6	2.4	37.0	18.3	61.7	38.3	100.0
Fall 1987	79	57	210	151	95	78	0	0	5	5	44	43	397	313	830	647	1,477
% of Total	5.3	3.9	14.2	10.2	6.4	5.3	0.0	0.0	0.3	0.3	3.0	2.9	26.9	21.2	56.2	43.8	100.0
% Change from Fall 1986 to Fall 1987	8.2	1.8	22.8	18.9	25.0	27.9	---	---	25.0	25.0	91.3	26.5	-23.8	21.8	-4.4	20.0	5.0
Fall 1988	88	61	251	171	102	90	1	1	4	6	40	45	355	295	841	669	1,510
% of Total	5.8	4.0	16.6	11.3	6.8	6.0	0.1	0.1	0.3	0.4	2.6	3.0	23.5	19.5	55.7	44.3	100.0
% Change from Fall 1987 to Fall 1988	11.4	7.0	19.5	13.2	7.4	15.4	---	---	-20.0	20.0	-9.1	4.7	-10.6	-5.8	1.3	3.4	2.2
AVERAGES	80	58	211	150	91	76	0	0	4	5	36	41	424	288	846	618	1,465

SOURCE OF DATA: Faculty and Staff (P1) Data Submission

Illinois Community College Board

Table A-23

ILLINOIS PUBLIC COMMUNITY COLLEGES
FALL 1986-1988 AGE DISTRIBUTION OF FULL-TIME PROFESSIONAL/TECHNICAL STAFF BY GENDER

Year	Less Than 30		30-39		40-49		50-59		60-64		65+		Unknown		Total		Grand Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Fall 1986	212	114	334	221	201	128	99	49	19	18	3	9	0	0	868	539	1,407
% of Total	15.1	8.1	23.7	15.7	14.3	9.1	7.0	3.5	1.4	1.3	0.2	0.6	0.0	0.0	61.7	38.3	100.0
Fall 1987	145	127	311	250	241	158	107	74	21	20	5	18	0	0	830	647	1,477
% of Total	9.8	8.6	21.1	16.9	16.3	10.7	7.2	5.0	1.4	1.4	0.3	1.2	0.0	0.0	56.2	43.8	100.0
% Change from Fall 1986 to Fall 1987	-31.6	11.4	-6.9	13.1	19.9	23.4	---	---	10.5	11.1	66.7	100.0	---	---	-4.4	20.0	5.0
Fall 1988	134	126	297	245	255	181	120	78	21	25	13	14	1	0	841	669	1,510
% of Total	8.9	8.3	19.7	16.2	16.9	12.0	7.9	5.2	1.4	1.7	0.9	0.9	0.1	0.0	55.7	44.3	100.0
% Change from Fall 1987 to Fall 1988	-7.6	-0.8	-4.5	-2.0	5.8	14.6	12.1	5.4	0.0	25.0	160.0	-22.2	---	0.0	1.3	3.4	2.2
AVERAGES	164	122	314	239	232	156	109	67	20	21	7	14	0	0	846	618	1,465

SOURCE OF DATA: Faculty and Staff (P1) Data Submission

Illinois Community College Board

Table A-24

ILLINOIS PUBLIC COMMUNITY COLLEGES
FALL 1986-1988 YEARS OF SERVICE OF FULL-TIME PROFESSIONAL/TECHNICAL STAFF BY GENDER

Year	Less Than 1		1-2		3-5		6-10		11-20		21-30		31+		Unknown	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Fall 1986	207	124	242	138	172	99	168	118	77	55	1	0	1	5	0	0
% of Total	14.7	8.8	17.2	9.8	12.2	7.0	11.9	8.4	5.5	3.9	0.1	0.0	0.1	0.4	0.0	0.0
Fall 1987	105	93	220	148	180	123	204	155	117	126	4	2	0	0	0	0
% of Total	7.1	6.3	14.9	10.0	12.2	8.3	13.8	10.5	7.9	8.5	0.3	0.1	0.0	0.0	0.0	0.0
% Change from Fall 1986 to Fall 1987	-49.3	-25.0	-9.1	7.2	4.7	24.2	21.4	31.4	51.9	129.1	300.0	---	-100.0	-100.0	---	---
Fall 1988	52	35	88	75	112	72	98	79	75	53	2	2	0	1	414	352
% of Total	3.4	2.3	5.8	5.0	7.4	4.8	6.5	5.2	5.0	3.5	0.1	0.1	0.0	0.1	27.4	23.3
% Change from Fall 1987 to Fall 1988	-50.5	-62.4	-60.0	-49.3	-37.8	-41.5	-52.0	-49.0	-35.9	-57.9	-50.0	0.0	0.0	100.0	41400.0	35200.0
AVERAGES	121	84	183	120	155	98	157	117	90	78	2	1	0	2	138	117

Year	Total		Grand Total
	Female	Male	
Fall 1986	868	539	1,407
% of Total	61.7	38.3	100.0
Fall 1987	830	647	1,477
% of Total	56.2	43.8	100.0
% Change from Fall 1986 to Fall 1987	-4.4	20.0	5.0
Fall 1988	841	669	1,510
% of Total	55.7	44.3	100.0
% Change from Fall 1987 to Fall 1988	1.3	3.4	2.2
AVERAGES	846	618	1,465

SOURCE OF DATA: Faculty and Staff (F1) Data Submission

ERIC Clearinghouse for Junior Colleges
JUL 07 1989

Illinois Community College Board

Table A-25

ILLINOIS PUBLIC COMMUNITY COLLEGES
FALL 1986-1988 FULL-TIME RACIAL/ETHNIC ORIGIN OF PROFESSIONAL/TECHNICAL STAFF BY GENDER

Year	Asian		American Indian		Black		Hispanic		White		Other/Unknown		Total		Grand Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Fall 1986	17	17	8	2	272	100	33	17	528	396	10	7	868	539	1,407
% of Total	1.2	1.2	0.6	0.1	19.3	7.1	2.3	1.2	37.5	28.1	0.7	0.5	61.7	38.3	100.0
Fall 1987	15	15	5	2	270	141	25	28	511	458	4	3	830	647	1,477
% of Total	1.0	1.0	0.3	0.1	18.3	9.5	1.7	1.9	34.6	31.0	0.3	0.2	56.2	43.8	100.0
% Change from Fall 1986 to Fall 1987	-11.8	-11.8	-37.5	0.0	-0.7	41.0	-24.2	64.7	-3.2	15.7	-60.0	-57.1	-4.4	20.0	5.0
Fall 1988	18	17	7	1	254	152	26	28	533	470	3	1	841	669	1,510
% of Total	1.2	1.1	0.5	0.1	16.8	10.1	1.7	1.9	35.3	31.1	0.2	0.1	55.7	44.3	100.0
% Change from Fall 1987 to Fall 1988	20.0	13.3	40.0	-50.0	-5.9	7.8	4.0	0.0	4.3	2.6	-25.0	-66.7	1.3	3.4	2.2
AVERAGES	17	16	7	2	265	131	28	24	524	441	6	4	846	618	1,465

SOURCE OF DATA: Faculty and Staff (P1) Data Submission